



**State of New Jersey**  
**DEPARTMENT OF MILITARY AND VETERANS AFFAIRS**  
**POST OFFICE BOX 340**  
**TRENTON, NEW JERSEY 08625-0340**

JAMES E. MCGREEVEY  
*Governor*  
*Commander-in-Chief*

☆  
GLENN K. RIETH  
*Brigadier General*  
*The Adjutant General*

TAG POLICY LETTER 03-5\*

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FRATERNIZATION

1. Fraternization among employees of the Department can result in a real or perceived conflict of interest. Whether actual or perceived impropriety, the result is damaging to the public trust and confidence in the Department and detrimental to good order and discipline. The term "fraternization" refers to relationships between employees of different rank or position. For the purpose of this Policy Letter, employees of this Department include State employees, Federal Technicians, and military service members of the New Jersey National Guard (AGR and Traditional Drilling Guard members).


2. Fraternization describes an inappropriate and unprofessional relationship that can result in or reasonably create the appearance of favoritism, misuse of office or position, and/or the abandonment of organizational goals for personal interests. Most typically this would occur between an employee and their supervisor.

3. Sound professional interpersonal relationships are essential to the continued success of the Department. The nature of our Department's business requires that we work together as a team. To ensure we maintain good order and discipline and the confidence and trust of the veterans and citizens of New Jersey, we must all exercise good judgment and common sense in our relationships with co-workers.

4. Specific rules and guidelines concerning fraternization, conflicts of interest, and inappropriate relationships, for each category of employee, are addressed in the following references:

- a. State Employees: NJDMAVA Directive 010.1, Code of Ethics  
NJSA 52:13D-12 NJ Conflicts of Interest Law
- b. Federal Technicians: NJDMAVA TPR700 (735-2), Standards of Conduct
- c. Military Service members:  
DOD Directive 5500.7R  
Army Regulation 600-20  
USAF Instruction 36-2909

(JCofS)

  
GLENN K. RIETH  
Brigadier General, NJARNG  
The Adjutant General

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\* This TPL supersedes #97-10, dated 7 November 1997